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SAN FRANCISCO
HUMAN RIGHTS COMMISSION

AGENDAS AND MINUTES

1998

Minutes are available only for the meetings of January 22 and 27, 1998.

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

SF
480
#1
1/8/98

REGULAR MEETING
THURSDAY, JANUARY 8, 1998

4:30 P.M.
25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CA 94102

ROSTER OF COMMISSIONERS

Martha L. Knutzen, Chair
Frank Chong, Vice Chair
Youn-Cha Shin Chey
Shirley Dimapilis
Agar Jaicks
Comer Marshall
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

EXECUTIVE DIRECTOR
Marivic S. Bamba

COMMISSION SECRETARY
Maria L. Cordero
252-2517

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DISABILITY ACCESS

The HRC Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station. Accessible MUNI lines serving this location are the 26, 42, and 71 and the Metro station at Van Ness and Market. There is accessible parking in the vicinity of 25 Van Ness Avenue. The following services are available upon request with 48 hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD). In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

25 Van Ness Avenue
Suite 800
San Francisco
California 94102-6033

TEL (415) 252-2500
FAX (415) 431-5764
TDD (415) 252-2550
http://www.sfhumanrights.org.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-6075.

ATTENTION: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Administrative Code 16.520 - 16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #701, San Francisco, CA 94102, telephone (415)554-9510 fax (415)703-0121 and web site http://www.ci.sf.ca.es./ethics.

AGENDA

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES
   (a) Approval of minutes of Commission Meeting of December 11, 1997.

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community
   b. Election of Chair
   c. Election of Vice Chair

6. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities

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7. COMMITTEE REPORTS

a) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. No report from the Committee

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, January 20, 1998, 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

b) Youth and Education Committee
Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Melecio Santos, Vice Chair
Commissioner Agar Jaicks, Member
Brian Cheu, Committee Staff

1. No report from the Committee

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, January 15 , 1998, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

c) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Carmen Smith, Committee Staff

1. Report on the Activities of the Committee.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Commitee will be held on Wednesday, January 21, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d) Employment Committee
Commissioner Youn-Cha Shin Chey, Chair
Frank Anderson, Committee Staff

1. No report from the Committee

NOTE: *The next meeting of the Employment Committee will be held on Thursday, February 2, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

e) Issues Committee
Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. No report from the Committee.

NOTE: *Meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS
There are no items of unfinished business.

10. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

11. CALENDAR OF UPCOMING EVENTS - INFORMATION ITEM ONLY

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

12. ADJOURNMENT

NEXT MEETING: THURSDAY, JANUARY 22, 1998

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

SF
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1/22/98

REGULAR MEETING
THURSDAY, JANUARY 22, 1998

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4:30 P.M.
25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CA 94102

ROSTER OF COMMISSIONERS

Martha L. Knutzen, Chair
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Mercy Gharechedaghy
252-2538

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AGENDA

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES
   (a) Approval of minutes of Commission Meeting of December 11, 1997, and summary of meeting held January 8, 1998.(under separate cover)

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community
   b. Election of Chair
   c. Election of Vice Chair

6. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities

7. COMMITTEE REPORTS

a) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Melecio Santos, Vice Chair
Commissioner Agar Jaicks, Member
Brian Cheu, Committee Staff

1. Report on the Activities of the Committee

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, February 19, 1998, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

b) MBE/WBE/LBE Advisory Committee

Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Carmen Smith, Committee Staff

1. Report on the Activities of the Committee.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Commitee will be held on Wednesday, February 18, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

c) Employment Committee

Commissioner Youn-Cha Shin Chey, Chair
Frank Anderson, Committee Staff

1. Report on the Activities of the Committee

NOTE: *The next meeting of the Employment Committee will be held on Thursday, February 2, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

d) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. No Report from the Committee

NOTE: *Meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

e) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. Report on the Activities of the Committee

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, January 20, 1998, 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

1. Approval of the "Youth Jobs Study Report", joint report from the Youth and Education Committee and the Employment Committee.

10. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

11. CALENDAR OF UPCOMING EVENTS - INFORMATION ITEM ONLY

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

12. ADJOURNMENT

NEXT MEETING: THURSDAY, FEBRUARY 12, 1998

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
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San Francisco, CA. 94102
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MINUTES OF THE COMMISSION MEETING OF JANUARY 22, 1998

Commission Chair Martha Knutzen called the meeting to order at 4:45 p.m.

ROLL CALL

Commissioners

Present: Martha Knutzen, Chair, Frank Chong, Vice Chair; Shirley Dimapilis, Agar Jaicks, Comer Marshall, Antonio Salazar-Hobson, Ghada Saliba-Malouf and Melecio Santos

Excused: Youn Chey

HRC Staff

Present: Marivic Bamba, Executive Director; Frank Anderson, Brian Cheu, Maria Cordero, Mercy Gharechedaghy, Virginia Harmon, Zula Jones, Kathy Perry, and Preston Tom

Guests: Lori Giorgi, Deputy City Attorney; Dan Gould, Carolyn Gault, CB8; Jimmy Potts, Specialty Trucking; Jonnie Robinson, Mayor's Office

APPROVAL OF MINUTES

Commissioner Saliba-Malouf had a correction on page 4 under the Youth & Education Committee of the December 11, 1997 minutes. She stated that the second sentence was inaccurate. It should read to say that Mr. Price gave a report on the Youth Program.

Commissioner Salazar-Hobson also had a minor correction on page 5 of the December 11, 1997 minutes. He stated that the word Tas should read Task (bottom of the page of the minutes).

***After the corrections were made, it was Moved (Dimapilis), Seconded (Chong) the minutes of the Commission meeting held December 11, 1997 were approved.

PUBLIC COMMENT

Jimmy Potts, a trucker from San Francisco came to speak to the Commission to state that there is a problem in the trucking industry. He stated that the PUC has deregulated trucking, and feels that there are no real guidelines as to what defines a trucking company over a decent agency. He would like for the Commission to make a policy, or rules, to establish some guidelines.

Mr. Potts handed out some information in connection with the trucking problems. Commissioner Knutzen asked if it was appropriate for the MBE Committee to look at it or HRC Staff to review it. Director Bamba responded that both the MBE and Staff were okay to review it.

Commissioner Knutzen will direct Mr. Potts' concerns to the Advisory MBE Committee and to the HRC Staff to make some evaluation on how to approach the problem. Commissioner Knutzen asked for both MBE Committee and HRC Staff to give an updated report to the Commission of their findings.

GENERAL COMMUNICATIONS

The General Communications file was circulated.

REPORT OF THE CHAIR

a) Individual Commissioners Report

Commissioner Chong reported on the Friends of the HRC reception, held on January 15, 1998, honoring some of the lives of the civil rights pioneers. This event was successfully put together by Don Hesse and the HRC staff. The reception highlighted the memory of Yori Wada, and honoring Dr. Zuretti Goosby, Mr. Tom Fleming, Aileen Hernandez and Mr. Edward Howden. He stated that the event was appropriate that it occurred on Dr. King's birthday. The event was well attended and he wanted to commend the Staff.

Commissioner Knutzen reported that she attended an invitation luncheon, which all the Commissioners were invited, on Wednesday, January 21, 1998 at the Airport hosted by the Airport staff. There were four HRC Commissioners, the Director and other HRC staff who also attended.

Commissioner Knutzen stated that the Airport Commission provided them with an overview of the work that they are doing on the MBE program at the Airport. The Airport staff showed them a slide show and a model that they can look at of the Airport expansion. Commissioner Knutzen stated that

this was very valuable for the Commissioners to see and envision of what the Airport Master Plan will be.

Commissioner Knutzen also stated that what is more important from this luncheon was the fact that they met the faces that go with the names of the Airport staff and HRC Airport staff. She stated that the Airport will be serving as a model for a joint departmental working team for implementing the MBE program. This, she said, will be a good and fruitful relationship.

Commissioner Knutzen stated that she will be writing a personal thank you to John Martin and Commissioner Henry Berman. She suggested for Director Bamba to do the same.

Commissioner Santos stated that what he gathered from the meeting was the tone that John Martin is pro-minority contracts. The Airport Commission are pro-women contracts. They are proud of the achievements that they have made. Commissioner Santos also stated that they want to grow the business participation out at the Airport.

Before moving on to the Election of Chair, Commissioner Knutzen wanted to take the opportunity to note and give thanks to Maria Cordero on behalf of the HRC Commissioners for her "beyond excellence" work in helping with the Commission during the past two years. Commissioner Knutzen stated that she wanted to make sure that something be put in Ms. Cordero's personnel file on behalf of all the Commissioners.

Commissioner Knutzen wanted to express her thanks for all the help that she have received as Chair. She stated that being Chair was the biggest privileged and honor that she will ever have being designated as Chair of the Human Rights Commission by Mayor Willie Brown.

Commissioner Knutzen stated that with the support of the Mayor and the Director, the Commission has been more than effective and visible to the public. She stated that the Human Rights Commission is a place where the people could access government. She feels that she have established and succeeded. She thanked the HRC Staff. She expressed to the Staff that she was the Staff's biggest advocate because of their dedication through their different public services.

Commissioner Knutzen also wanted to thanked the Director for her support. She also thanked the City Attorney's office for all the assistance that she have received, guidance in making decisions and overall teamwork.

B) Election of Chair

Commissioner Knutzen nominated Commissioner Chong for Chair. She stated that Commissioner Chong is a very politically astute person, which is a very important aspect of being the Chair. She stated that Commissioner Chong has strong ideals for the Commission, which he has shown since the beginning. She assured everyone that the Commission is being placed in extremely abled hands.

*** Moved (Knutzen) Seconded (Marshall) Unanimously in favor to electing Commissioner Chong Commission Chair.

Commission Chair Chong stated that he was honored by the trust and confidence that his fellow Commissioners have placed in him. He would like to maintain the open lines of communications between the staff and the Commission that has been so abled established by Commissioner Knutzen.

Commission Chair Chong will be speaking to the other Commissioners to listen to suggestions on how to proceed in the coming year. He will also be meeting with Director Bamba to share some of his ideas.

Commission Chair Chong stated that his basic tenet is for the Commissioners to be thoroughly brief on issues and to keep abreast of the staff's work and make thoughful decisions. He stated that we need to continue to be responsive to the people of San Francisco.

Commission Chair Chong stated that he wants to continue to collaborate with the other community agencies, city departments, state and federal departments to move the Commission forward. He stated that this is the strength of the staff because they are so well connected and dedicated to collaboration. He said that without the spirit of cooperation, very few things get accomplish because of the city's bureaucracy.

He stated that it has been an honor and a learning experience serving as the Vice Chair. Under Commissioner Knutzen's leadership, she has presided over the largest expansion in the history of the Human Rights Commission, which has nearly doubled in the past two years. He stated that it was Commissioner Knutzen's advocacy efforts and vigilance that led the Commission to this time of expansion. He continued to state that Commissioner Knutzen exerted her leadership and established landmark in the domestic partners benefits to all residence in San Francisco, and she has been an active participant in all the issues committees.

Commission Chair Chong stated that he sees his role as the facilitator and he will bring out the best of the Staff and the Commission. He stated that this is the time that we should be creative and innovative, and renew our commitment to Human Rights and Civil Rights.

After having said the above, Commissioner Chair Chong stated that he humbly and thankfully accept the Chair.

Commissioner Salazar-Hobson stated that everyone was excited to having Commisisoner Chong as Chair. He personally wanted to recognize Commissioner Knutzen for her intelligence, graciousness and integrity. He stated that under her leadership, model and interaction, he learned so much and will continue to absorb those learnings.

Commissioner Jaicks spoke to recognize Commissioner Knutzen's leadership. He echoed the fact that her work ethic was incredible and her knowledge of each committee and their activities was

extensive and wanted to thank her.

Commissioner Saliba-Malouf also thanked Commissioner Knutzen for her leadership and passion. Also, she wanted to thanked her for the access that she has given to the Arab American community.

Commissioner Marshall thanked Commissioner Knutzen for her fairness and sincerity.

Commissioner Dimapilis thanked Commissioner Knutzen for her communication skills.

Commissioner Santos thanked Commissioner Knutzen for being the main thrust of the Commission during her tenure as Chair.

b) Election of Vice Chair

Commission Chair Chong nominated Commissioner Marshall for Vice Chair. He stated that Commissioner Marshall has demonstrated a commitment to the HRC. Commissioner Chong stated that he has confidence and trust that Commissioner Marshall will perform ablely as Vice Chair.

*** Moved (Chong) Seconded (Santos) Unanimously in favor in electing Commissioner Marshall to be Commission Vice Chair.

Commission Vice Chair Marshall thanked everyone. He stated that he believed in teamwork, which is the key element of making anything successful. He is looking forward to working with Commission Chair Chong.

REPORT OF THE DIRECTOR

On behalf of the HRC staff, Director Bamba spoke to thank Commissioner Knutzen for all her efforts, support, clarity, advice and leadership, particularly for her effort in the Equal Benefits program.

a) HRC Program Unit Activities

New HRC Staff

Director Bamba introduced the new HRC staff. She introduced Kathy Perry, from the Airport staff. She stated that Ms. Perry has small business development and housing authority experience. Director Bamba also mentioned Leutisha Stills who was not present at the meeting. She stated that Ms. Stills is from the office of the Federal Contract Compliance and Civil Rights.

The Director introduced Preston Tom from the City Attorney's office. Mr. Tom offers the

contractual and mediation skills to the HRC. Mr. Tom is assigned to the New Giants Ballpark and drafting the new MOU for the Airport.

Virginia Harmon, an Attorney by trade offers employment discrimination expertise. Lastly, Director Bamba introduced Maria Cordero for her promotion as Contract Compliance Officer I. Ms. Cordero will be assisting the Certification Unit.

Computer/Data Tracking System

Director Bamba reported on the Operational side of the HRC. She stated that Zula Jones is working with Earl White and Tom Ackers, the consultant in getting our new computerized system in placed. She reported that we have purchased the hardware, which will be delivered in a couple of weeks. She stated that the Commission conference room will have computers for the Commissioners to access.

Director Bamba stated that Jonnie Robinson from the Mayor's office got the consultant on Board to ensure that the new software be in placed within a couple of months. Zula Jones added that the Staff is in the process of doing a needs assessment to help customize the program for the contract compliance reporting information. Ms. Jones stated that Virginia Harmon is heading the workforce tracking information on the employment end. Director Bamba stated that she is working closely with the Controller, Mr. Ed Harrington.

Disparity Study

A special meeting with the Commission will be scheduled to discuss the Disparity Study. Director Bamba stated that on one meeting she will need a lot of time to discuss the study findings with the Commissioners. An Executive session is needed to address the Coalition vs. Wilson litigation. She stated that Ms. Cordero is handling the scheduling of these two meetings. Maria Cordero stated that the consultant is in Washington, DC and will be back in town Wednesday or Thursday of next week. Ms. Cordero is coordinating these meetings.

Director Bamba stated that at the special meeting, Commissioners will be given ample time to look at the report. At the subsequent meeting, Director Bamba stated that she will be presenting some program recommendations that the HRC staff have prepared. A time deadline will be presented to the Commissioners.

Truckers Issue

Director Bamba reported that the HRC has been working on a program recommendation in regard to the trucking industry. She stated that Kathy Perry has been working on this issue. Ms. Perry reported on the common needs and complaints of the truckers. She handed out some information and briefly went over the most important items on the list. The main purpose of the trucker's effort is to sustain local San Francisco based M/WBE trucking firms.

Ms. Perry reported that the the Commission will be approached by the truckers for some policy changes. Commissioner Salazar-Hobson wanted to know what other competitive organizations are saying on this issue. He questioned the prevailing wage issue. Ms. Perry stated that the intent of the Airport is to assist the truckers in going before the Board of Supervisors and having them adapt a prevailing wage, so that it is legal and be applied city wide.

Commissioner Salazar-Hobson asked if the Airport Commission have dealt with all the legal issues. Ms. Perry stated that Mara Rosales is the Airport General Counsel and they drafted the contract. Ms. Perry stated that PUC has deregulated trucking at the Airport. Zula Jones added that what deregulation has done is impacted the minority truckers. Minorities fall in the non-union aspect. Mr. Potts explained that the CO-OP is a group of independent local truckers. The word is local truckers, minority or non-minority who have come together to obtain more work.

Commission Chair Chong interjected in the discussion and stated that he would rather not get into the detail of this issue at this time.

Director Bamba acknowledged that Commissioner Salazar-Hobson had valid requests for information. Director Bamba will provide the information. She stated that she wanted to give the Commission an update of their role in the Airport trucking efforts. The Director stated that she is not endorsing the CO-OP, but wanted to just give an overview of what the CO-OP is all about.

Last, Director Bamba stated that Carolyn Garrity, President of the National Association of Women in Construction had a roundtable meeting with her. She said that she is moving forward on their suggestion and incorporating them in the program application.

COMMITTEE REPORTS

a) Youth and Education

Commissioner Saliba-Malouf reported that the Committee met on Thursday, January 15, 1998. Brian Cheu will make the report.

Brian Cheu reported briefly on the Youth Jobs Report. He stated that Commissioner Santos attended the follow-up of the Mayor's Youth Summit and reported that the Mayor's Office is continuing to work on the 5 Year Plan looking at the input from the Youth Summit. This will be an on-going working progress.

The Committee will be recruiting new members by March 1st. They are looking for more young people to apply. Mr. Cheu reported that 3 middle school students will be participating in the interview process. Mr. Cheu reported that they hope to soon finish the report on youth violence in schools within the next month.

Commissioner Saliba-Malouf added that she wanted to thank Commissioner Santos for following up on the workshop.

b) MBE/WBE/LBE Advisory Committee

Commissioner Marshall reported that he had a meeting with Mr. Keena Turner of the 49ers regarding the progress of the 49er stadium. He stated that Mr. Turner had indicated that they have not made definite decisions on community reports due to Mr DeBartolos' court case. He stated that Mr. Turner will be handling the community input, but for now, any decisions are on hold. Commissioner Marshall reported that the sub committee will be meeting with Mr. Turner at the next MBE meeting.

Commissioner Marshall also reported that the Mills Project is separate and will start six months after the 49er stadium ground breaking.

Commissioner Jaicks asked about the hundred million dollars that the city voters approved on how will that be spent, because that is the tax payer's money. Commissioner Marshall agreed that that is tax payer's money, but he does not have the answer. He stated that he has not seen the expenditures. He would like to put this on the next agenda item and report on it.

c) Employment Committee

Frank Anderson pointed out that their next meeting was on Thursday, February 5, 1998. Mr. Anderson stated that he will give his report towards the end of the agenda.

d) Issues Committee

Commissioner Salazar-Hobson stated that the Committee received public comments regarding Section 8, discrimination in housing. This issue will be discussed at a follow-up meeting.

e) Lesbian/Gay/Bisexual Transgender Advisory Committee

Commissioner Knutzen reported that they had a presentation from the leather community to educate the Committee. She stated that the presentation was informative and they learned some areas of where they were being discriminated. She stated that there was really no action item that they will be looking into. She stated that, what they accomplished was that the people who are citizens of San Francisco had access to the Commission and feel welcome to do so.

Jonnie Robinson had a question on the leather community issue. She asked where is the discrimination coming from? Commissioner Knutzen stated that what she learned was that there were elements on what they were being discriminated upon. For example, police harassment. Commissioner Knutzen stated that when there are more visible, they are often harassment and intolerated.

Commissioner Knutzen also reported on the Gay and Lesbian feelings on assimulation, i.e.; giving up on identity. Commissioner Knutzen stated that the Committee is recruiting new members.

UNFINISHED BUSINESS

Commissioner Santos gave the background on the Youth Jobs Study Report. He stated that the Supervisor who originally moved on this and asked for the study was Supervisor Medina. He stated that they looked at the HRC as the entity to deal with the issues, employments and contracts.

Frank Anderson reported that they had a very short timeframe in creating the report. He stated that this report was prepared as a joint effort with the Youth Committee. Mr. Anderson stated that the report was an inquiry into the issues of youth employment opportunities with city contractors who are awarded contracts by the City and County of San Francisco. Mr. Anderson also stated that this report will be a good educational tool for the Supervisors and other people in the city government.

Director Bamba reported that she was involved in the conceptual stages of this study with Supervisor Medina. She stated that the jist of the requests was to make an informed decision.

Mr. Anderson spoke about the age range of this study. He stated that this was one of their challenges because the age ranged from 14-24.

Mr. Anderson stated that the report are the findings and consensus of the Task Force, Youth and Employment Committees of the Human Rights Commission.

Commissioner Salazar-Hobson congratulated Mr. Anderson and Director Bamba on the study. He stated that it was marvelous and very informative.

Commissioner Saliba-Malouf spoke to commend Mr. Anderson, Mr. Cheu and Commissioner Santos for their fine work. She stated that the next step would be to involve the City's Youth leadership through the Youth Commission.

*** Moved (Knutzen) Seconded (Salazar-Hobson) Unanimously in favor to include and insert the following sentence:

> "The first criteria of any official San Francisco Youth Employment Program is the assurance that the terms of employment guarantees no interference with her/his daily school education."

Commission Chair Chong asked to vote on the main motion as amended. *** Moved (Chong) Seconded (Knutzen) Unanimously in favor.

Commission Chair Chong asked to vote on accepting all the reports that were given.

*** Moved (Dimapilis) Seconded (Knutzen) Unanimously in favor in accepting all the reports.

NEW BUSINESS- REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

Commissioner Chong wanted to bring to attention to some resolution in terms of Yori Wada. He stated that he requested to draft a resolution of his founding.

CALENDAR OF UPCOMING EVENTS

No upcoming events.

ADJOURNMENT

The meeting was adjourned at 6:30p.m..

NEXT MEETING

DATE: Thursday, February 12, 1998

TIME:4:30 P.M.

PLACE: 25 Van Ness Avenue, #800
San Francisco, CA 94102

Respectfully Submitted,

Marivic Bamba
Executive Director

By: Mercy Gharechedaghy
Executive Secretary

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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SAN FRANCISCO HUMAN RIGHTS COMMISSION
SPECIAL PUBLIC MEETING NOTICE
TUESDAY, JANUARY 27, 1998

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5:45 P.M.
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EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CA 94102

ROSTER OF COMMISSIONERS

Martha L. Knutzen, Chair
Frank Chong, Vice Chair
Youn-Cha Shin Chey
Shirley Dimapilis
Agar Jaicks
Comer Marshall
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Melecio Santos

EXECUTIVE DIRECTOR
Marivic S. Bamba

EXECUTIVE SECRETARY
Mercy Gharechedaghy
252-2538

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AGENDA

1. **EXECUTIVE SESSION**

Closed session held pursuant to Brown Act section 54956.9(a) and the Sunshine Ordinance section 67.11.

Conference with Legal Counsel — Existing Litigation

Coalition for Economic Equity vs Wilson

Discussion and vote pursuant to Brown Act section 54957.1 and Sunshine Ordinance section 67.14 on whether to disclose action taken or discussions held in closed session.

2. **OPEN SESSION**

NOTE: Public Testimony will be taken on each item.

a) Acceptance of the Disparity Study Report

b) Adjournment

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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CITY AND COUNTY OF SAN FRANCISCO
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MINUTES OF THE SPECIAL COMMISSION MEETING OF JANUARY 28, 1998.

Commission Chair Frank Chong called the meeting to order at 4:40 p.m.

ROLL CALL

Commissioners

Present: Frank Chong, Shirley Dimapilis, Agar Jaicks, Comer Marshall, Ghada Saliba-Malouf, and Melecio Santos.

Excused: Youn Chey, Martha Knutzen and Antonio Salazar-Hobson.

HRC Staff

Present: Marivic Bamba, Executive Director; Larry Brinkin, Maria Cordero, Mercy Gharechedghi, Virginia Harmon, Zula Jones, Kathy Perry, Gail Roberts, Panetta Scott, Carmen Smith, Leutisha Stills, and Preston Tom.

Guests: Romulus Asenloo, James Brady, Telecon; Charles Baker, Donald Baker, Stanley Chan, Robert Chiang, Leo Choy, Anne Cervantes, Lynne Choy, CAABA; Mario Del Campo, Rhonda Davidson, Arnita Erwin, Reginald Forrest, Aileen C. Hernandez, CEE; Bill Jones; John Jenkins, Yum Jung, Willie Jrebon, L. Jamerson, M. Jamerson, Fred Jordan, Samuel Kwong, CAABA; Eddy Lau, Calvin Louie, Alina G. Laguna, Todd Lewis, Thomas Miller, Darlene Mar, Jane Meinhardt, Lin and Meinhardt; Al Norman, Frank Oliver, Gayle Orr Smith, Michelle Olen, Supervisor Yee's Office; Michael Penn, SF Black Chamber of Commerce; Eddie L. Price, Jonnie Robinson, Mayor's Office; Mary Ratcliff, Willie Ratcliff, Liberty

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Builders; Antonio Ruiz, Hispanic Contractors Association; Luis Sanchez, Shape Gamayo and Sanchez; Jacob Shin, Asian Inc. Clarence Santee, Myles Stevens, Cynthia Sunshine, Frank Sana, Oren Sellshom, Lawyer's Committee; Virgilio Talao, San Luis Gonzaga; Jaime Villareal, Mr. & Mrs. Whittaker, Charlie Walker, and Alva Wheatley.

1. **REPORT FROM THE CONSULTANT, MASON TILLMAN ASSOCIATES REGARDING THE DISPARITY STUDY.**

Executive Director Bamba stated that the special meeting was called to discuss the findings in the Disparity Study. She explained that the 12D Ordinance is due to expire June of 1997. However, the Board of Supervisors extended the Ordinance to November. At this time the Ordinance will again be extended to April of 98. The Disparity Study was conducted the by Mason Tillman and Associates. A meeting was held with the Mayor, the City Attorney's Office to discuss the findings and possible recommendations. Director Bamba explained that the extensions were necessary in order to review the effect of Proposition 209 and to collect and verify the data. Copies of the executive summary are available to the public. Members of the public can obtain a complete copy by signing up to receive a copy when available.

Director Bamba introduced Dr. Eleanor Ramsey from Mason Tillman Associates. The Study covered the contracts awarded during the fiscal years of 92 to fiscal year 95. The disciplines covered were Architects and Engineering, other Professional Services, Construction and Purchasing Contracts. The study analyzed the data and looked at contracts received by African Americans, Arab Americans, Caucasians and others businesses. In reviewing the subcontracting data, the available data was very limited and not comprehensive. Dr. Ramsey and her staff worked along with the Public Utilities Commission, the San Francisco Airport and the Department of Pubic Works staff in order to gather more specific and reliable data. Dr. Ramsey stated that in order to analyze disparity the percentage of businesses willing and able to perform the work needed to be compared with the number of businesses that actually received the contracts. The certified/registered vendor provided by the Human Rights Commission. Also the self certified firms were taken into consideration. The study compared contracts awarded vs. available firms. Dr. Ramsey stated that the statistical standard imposed by the Court system states that if the number of businesses receiving contracts is less than the availability then discrimination is evident. At one level the certified businesses; dollars spent and compared the availability found underutilization for most of the groups included the white males and some of the significance is that the majority of the contracts are not going to businesses that are not certified. However, the contracts going to the minority firms are small contracts awarded. Dr. Ramsey reported the utilization analysis and the statistics shown on the Executive Summary of the Disparity Study.

Answering a question from Commissioner Chong, Dr. Ramsey stated that the data suggested

that there is disparity for contracts under $500,00; evident in several A/E contracts at San Francisco Airport.

Answering a question from Commissioner Jaicks, Dr. Ramsey stated that anecdotal evidence is not sufficient to support a race based program rather it needs to backed up by statistical evidence. Anecdotal evidence is necessary in order to recognize institutional barriers.

Dr. Ramsey reported that a number of institutional barriers were identified, among these were financing, bonding assistance, access to bonding to sub-contracting and waivers, late payments from city agencies and their impact to complete a job or inadequate time. Issues of unequal treatment by white owned business owners, inadequate lead time to prepare for bids, fronts being used to achieve goals; lack of bid information, bid shopping, inspectors engaging in excess of monitoring where people of color are held to higher standards that white male business owners. Among other concerns were reduction of the scope of work, cancellation of contracts after they receive credit for awarding to minority/local/women businesses or failure to allow the minority/women or local business to complete the work.

PUBLIC COMMENT

Mr. Harry Jamerson, member of the MBE/WBE/LBE Advisory Committee and owner of Jamerson Concrete Contracting stated that he knows for a fact that only two major contracts have been awarded to African American Contractors. One at the Port and one at MUNI. How can then the report state that there is no disparity, Mr. Jamerson asked. He stated that the report is not based on true data.

Mr. James Brady, Vice President, Telecon, LTD and a member of the MBE/WBE/LBE Advisory Committee stated that the public policy dictated the disparity study, the study shows that there is a large disparity in every business. It shows that disparity exists, not significant disparity according to the Croson decision, but nevertheless there is disparity. It is very apparent by business owners that disparity exists at the Airport, the Water Department, Hetch Hetchy, where not one contract was awarded to African American contractors. Regardless of how the statistics were gathered, disparity is prevalent specially among African American business owners. Discrimination exists at all levels, Mr. Brady stated.

Leo Choy, member of the Asian American Contractors Association stated that the study shows underutilization of Asian businesses. The subcontracting program must continue since it is very important to the survival of local/minority businesses. He stated that the Asian American Contractors Association will not stand for any dismantling of a program aimed at keeping local/minority subcontractors employed and in business in San Francisco.

Charlie Walker: He stated that this report and the issues are not new. He stated that he has

been working for parity for over 30 years. The programs are as a result of man's inhumanity towards African Americans and then they mandate a study, the study is done to state that African Americans are no longer being discriminated. He stated that one is to look at the rate of unemployment in the African American community as well as the struggle of minority business owners and truckers to keep their business afloat to understand that there is no parity. Another discrimination exists in the Union. African Americans can join the Union to get a job, but they need money to join the Union. It is a catch 22 for workers, residents and African American business owners that no study can reveal.

Aileen Hernandez, Coalition for Economic Equity, asked what happens now after the study is released.

Lori Giorgi, Deputy City Attorney stated that the Commission will hold a hearing to discuss a new program taking into consideration all of the issues brought forward such as bonding, payment issues, etc. Once the hearing is conducted the Commission and Director Bamba will present the Mayor with a recommendation. A draft of the recommended program will then be submitted by the Mayor to the Board of Supervisors. The draft Ordinance will have to sit at the Board of Supervisors for 30 days because it would mean a policy change. The ultimate decision will be the Mayor's and the Board of Supervisors.

Ms. Hernandez stated that the Coalition for Economic Equity represent a number of businesses across ethnic backgrounds. The reason of the 12D Ordinance was as a result of direct involvement of the Coalition. The study shows that there is discrimination and that there is disparity, the data was inconclusive, and it wasn't complete, and the Coalition will not seat still while there are talks that the program will be discontinued. What concerns the Coalition, Ms. Hernandez stated was the leap of judgement in the part of the City Attorney to State that the ordinance will be weaken. It is clear that things are not better than in 1984 when the original ordinance was approved. A program must continue and it should be carefully and creatively planned.

Willie Ratcliff, Liberty Builders and the African American Contractors stated that the report shows that there are 10.24% African American Contractors available to do business and only 1.44% of the contracts were awarded to them. This is disparity, Mr. Ratcliff stated. He stated that the data reviewed 92 to 95 is not sufficient. Bonding and financing is needed. Fronts should be thrown out of the program, everyone knows who they are. The Ordinance should be laid out to make contracting work for local and minority businesses. Personally he has been listed many times by contractors and not used. Sometimes he doesn't even know he has been used on a job, listed without his knowledge. This study cannot be taken seriously.

Virgilio Talao, Filipino Architects/Contractors and a member of the Coalition for Economic Equity requested that the Human Rights Commission hold off any decision until they review the contents of the Disparity Study. He stated that they do not believe the findings. The

findings are incorrect.

Alva Whetley: a Female Contractor and a Woman-Owned business stated that the study based their finding on insignificant data, this makes the study worthless. She stated that she is faced everyday with discrimination, late notices, cancellations once they had gone through the bidding process. She has done work for Kaiser Permanente which is a true good old-boys network, and the same things happens in city contracts. The MBE program as it is now does not work, give it strength and base it on more anecdotal evidence since the data is not correct.

Oren Selstrom, a member of the Lawyer's Committee for Civil Rights stated that the Disparity Study before its release should have included correct and concise data. It should have not included incorrect data. Regarding the legal perspective, Mr. Selstrom stated that the Court has upheld programs based on anecdotal evidence. The evidence is strong that disparity exists. The data is but a small statistical picture and a program should not be based upon this data. The program exists because the City is required by law to do the right thing which is to ensure that discrimination is eradicated. The City has the legal duty to protect its local business owners from losing their business and being discriminated. The statistics show that the majority of the contracts were awarded to Caucasian-male owned businesses. In drafting the upcoming legislation, the Lawyer's Committee for Civil Rights would like to be directly involved in the process and work cooperatively with the City.

Mary Ratcliff, Liberty Builders and the African American Contractors stated that even though the number of people at the meeting attending was large it wasn't nearly enough to the number of people that read the newspaper article ~~at~~ The Examiner. The article stated that the program is no longer needed since discrimination does not exist. She stated that out of $2.5 billion dollars that the City spends a year in contracts, 88 percent of these monies went to Caucasian men. She knows that most of these live outside of San Francisco. African American business owners are closing shop because they are losing their businesses. If the minority contractors are able to get contracts they in turn would be able to employ more than 6,000 local residents. Most of these residents would be minorities, since minorities are not afraid to hire other minorities. However, since 209 was upheld the attitude is even worse, their attitude is that they "don't have to deal with those people anymore". She requested that the Human Rights Commission do not worry about a study but worry about the people who continue to be discriminated.

Sam Kwong MBE/member of the Council of Asian American Association stated that their Association will review the Study submitted and will come back in front of the Commission to discuss their findings. The program needs immediate improvement so it would work for the people in this room and all local/minority businesses.

Miles Stevens stated that he is a home owner, a business owner and a consulting architect as well as the Vice President of the San Francisco Chamber of Commerce. He stated that the discontinuance of program goals for African Americans as a result of recommendation on the report very much concerns them and their membership. This could be a disaster. The

Commerce would like to review the complete report and analyze the data presented. He is aware that a lot of fronts have been sucking up the available funds. He stated that they will be back with their own findings and recommendations.

Anne Cervantes, Hispanics Architects and Engineers stated that in 1989 the same problem was faced, available businesses were not hired in contracts. The data did not showed the correct information; this data is not showing the correct information. The Association of Hispanics Architects and Engineers will review the complete report and will present their own findings.

Harold Yee; stated that since 1990 when he served as member of the MBE/WBE/LBE Advisory Committee he has been requesting quarterly reports on contracts awarded to minority/local/and women businesses. The data was never received. The data was needed in order to find out where there was a lack of response, how it was being monitored and where were the flaws. The data has never been accurately tracked. One huge contract can distort the truth of the data, in statistics this is called an "outliar" a random change event generating the system. He urged that the quarterly reports are given out so that data and the system of collection can be audited. Over and over again, the Human Rights Commission has stated that they were unable to track the data because the system was not in place. However, using the same inconsistent data, they are ready to discontinue a program. He knows that the HRC staff has not been privy to the Disparity Study, they have not seen the data that they are suppose to be monitoring. In the past there was a committee of staff who reviewed the data before it was submitted to the consultant; he urged the Director to request the Mr. Lee which was the former director and he was the director during the years the study analyzes, and staff be requested to analyze this data and to review it for consistency. The program must be narrowly tailored for each ethnic group since they all have different programs, Mr. Yee stated.

Fred Jordan, F.E. Jordan and Associates stated that the same situation happened in Philadelphia. The Supreme Court did not accept the program, the City then appealed. The statistics did not show disparity because the available businesses were smaller than the number of contracts awarded. The contracts were not tracked by paid amount but by award amount. Everyone knows that contractors list minority subcontractors only to receive the preference and then they drop them without paying them. Can anyone believe that there is no discrimination against African American in Philadelphia, Mr. Jordan asked.

Stanley Chan, asked the Commission to look at the audience faces, not too many happy people. He stated that the report shows that only small contracts went to local/minority/women owned businesses. He asked that the HRC look at the bottom line of the report that discrimination does exists and the City has the duty to ensure that discrimination is erased.

Gail Orr Smith representing the Black Chamber of Commerce stated that the evidence tonight shows that the Local/Minority/Women owned business owners of San Francisco, the San Francisco people are telling the Human Rights Commission what is really happening with City

contracts. The Black Chamber of Commerce is committed to promote economic vitality and to promote members in underutilized communities and as tax-payers and residents of the City they will sustain San Francisco in its diversity and in working together to ensure a proportionate representation and a proportionate share of contracts across the board.

Commission Chair Frank Chong on behalf of the Commission thanked everyone for their testimony. The Ordinance is very complicated but the Commission is committed to ensure a proper resolution taking into consideration all concerns presented. He stated that whatever program is proposed it must be legally defensive and comprehensive resolving all issues of programmatic and administrative discrimination. He stated that the complete report will be sent to the community and stated that any concerns to call the Commission office that we are prepare to follow-up with information submitted by business owners.

Commissioner Marshall thanked everyone for attending the meeting and invited them to participate at the Special Meeting of the MBE/WBE/LBE Advisory Committee being held on Thursday, February 5, 1998 at the same location. He stated that at this time it is very important that the Commission hears from the Community regarding the disparity study.

Commissioner Shirley Dimapilis thanked everyone for attending the meeting and stated that she has been involved in the Commission since its inception as member of the Advisory Committees, she is a teacher in the public school system and is aware of the many faces of discrimination. She stated that she is committed to continue in the efforts of presenting a comprehensive complete study for the benefit of the community.

Adjournment

The meeting was adjourned at 8:20 by Commission Chair Frank Chong.

Respectfully Submitted,

Marivic S. Bamba
Executive Director
by: Maria Cordero
Contract Compliance Officer

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
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Minority/Women/Local Business Enterprise
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Marivic S. Bamba
Executive Director

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, FEBRUARY 12, 1998

4:30 P.M.
25 VAN NESS AVENUE
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SAN FRANCISCO, CA 94102

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AGENDA

Items designated by"CC"shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES
   (a) Approval of minutes of Commission Meeting of January 22, 1998, and minutes of the Special Commission Meeting of January 27, 1998 (under a separate cover)..

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community

   b. Approval of a letter to the Mayor of Piedmont, CA supporting the creation of Human Rights Organization **(will be sent under a separate cover)**

6. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities

7. COMMITTEE REPORTS

a) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Carmen Smith, Committee Staff

1. Report on the Activities of the Committee.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Commitee will be held on Wednesday, February 18, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

b) Employment Committee
Commissioner Youn-Cha Shin Chey, Chair
Frank Anderson, Committee Staff

1. Report on the Activities of the Committee

2. Full Employment Coalition San Francisco request for HRC endorsement of their agency.

3. Exotic Dancers Alliance (E.D.A.):
   a) Adoption of Employment Committee Taskforce Report
   b) Presentation of possible standards for operation of Adult Entertainment Theaters in the City and County of San Francisco

NOTE: *The next meeting of the Employment Committee will be held on Thursday, March 5, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

c) Issues Committee
Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. No report from the Committee

NOTE: *The next meetings of the Issues Committee will be held on Wednesday, February 18, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, San Francisco, CA. 94102.*

d) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Melecio Santos, Vice Chair
Commissioner Agar Jaicks, Member
Brian Cheu, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, February 19, 1998, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

e) Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. No report from the Committee

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Committee will be held on Tuesday, February 17, 1998, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

11. ADJOURNMENT

NEXT MEETING: THURSDAY, FEBRUARY 26, 1998

a:\agenda 2/12/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, FEBRUARY 26, 1998

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1. ROLL CALL

2. APPROVAL OF MINUTES
   (a) Approval of minutes of the Commission Meeting of January 22, 1998, minutes of the Special Commission Meeting of January 27, 1998 and summary minutes of the Commission Meeting of February 12, 1998.

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community.

6. REPORT OF THE DIRECTOR
   a. Approval of HRC Budget for Fiscal Year 98-99
   b. HRC Program Unit Activities

7. CONSENT CALENDAR

Items held over from February 12, 1998 Commission meeting.

1. "**CC**" Approval of letter to the Mayor of Piedmont, CA supporting the creation of Human Rights Organization
2. "**CC**" Full Employment Coalition San Francisco request for HRC endorsement of their agency
3. "**CC**" Exotic Dancers Alliance (E.D.A.)
   Adoption of Employment Committee Taskforce Report

8. EXECUTIVE SESSION

Closed session/Pending Litigation held pursuant to Brown Act Section 54956.9(a) and the Sunshine Ordinance Section 67.11.

Coalition for Economic Equity, et.al. vs. Pete Wilson, et. al.

1. Vote on whether or not to enter into close session with counsel
2. Vote on whether or not to disclose discussions held in closed session

9. COMMITTEE REPORTS

a) Employment Committee
Commissioner Youn-Cha Shin Chey, Chair
Frank Anderson, Committee Staff

1. No report from the Committee

NOTE: *The next meeting of the Employment Committee will be held on Thursday, March 5, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

b) Issues Committee
Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. No report from the Committee

NOTE: *The meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

c) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Agar Jaicks, Member
Brian Cheu, Committee Staff

1. Report on the Activities of the Committee

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, March 19, 1998, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

d) Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. Report on the Activities of the Committee

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Committee will be held on Tuesday, March 17, 1998, at 5:30 p.m. at the Human Right Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

e) MBE/WBE/LBE Advisory Committee

Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Carmen Smith, Committee Staff

1. Report on the Activities of the Committee.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Commitee will be held on Wednesday, March 18, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

10. UNFINISHED BUSINESS

11. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

12. ADJOURNMENT

NEXT MEETING: THURSDAY, MARCH 12, 1998

a:\agenda 2/26/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, MARCH 26, 1998

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4:30 P.M.
25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CA 94102

ROSTER OF COMMISSIONERS

Frank Chong, Chair	Comer Marshall, Vice Chair
Youn-Cha Shin Chey	Shirley Dimapilis
Agar Jaicks	Martha Knutzen
Antonio Salazar-Hobson	Ghada Saliba-Malouf

EXECUTIVE DIRECTOR
Marivic S. Bamba

EXECUTIVE SECRETARY
Merey Gharechedaghy
252-2538

DISABILITY ACCESS

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http://www.sfhumanrights.org.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-6075.

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AGENDA

Items designated by"CC"shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES
   a. Approval of minutes of the Commission Meeting of March 12, 1998

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community

6. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities
   b. 12D Assessment Update
   c. Budget Update

7. COMMITTEE REPORTS

a) Youth and Education Committee
Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Agar Jaicks, Member
Diana Rathbone, Committee Staff

1. Report on the Activities of the Committee
2. Vote to accept Committee Report

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, April 16, 1998, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

b) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. Report on the Activities of the Committee
2. Approval of Resolution Supporting Assembly Bill 1999 which Amends the State Hate Crime Laws to Include Transgendered Victims of Hate Crimes Advisory
3. Vote to accept Committee Report

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Committee will be held on Tuesday, April 21, 1998, at 5:30 p.m. at the Human Right Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

c) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Maria Cordero, Committee Staff

1. Report on the Activities of the Committee
2. Vote to accept Committee Report

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Commitee will be held on Wednesday, April 15, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.* ***The Committee will hold a Special Hearing on the MBE/WBE/LBE Program disparities for the calendar years of 1996 and 1997 on Monday, March 30, 1998.***

d) Employment Committee

Commissioner Youn-Cha Shin Chey, Chair
Frank Anderson, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Employment Committee will be held on Thursday, April 2, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

e) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. Report on the Activities of the Committee
2. Approval of letter to the Mayor and Board of Supervisors supporting legislation prohibiting discrimination against persons with housing subsidies
2. Vote to accept Committee Report

NOTE: *The meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

8. UNFINISHED BUSINESS

a. Approval of 1998-99 Budget

9. EXECUTIVE SESSION

Closed session/Pending Litigation held pursuant to Brown Act Section 54956.9(a) and the Sunshine Ordinance Section 67.11.

Coalition for Economic Equity, et.al. vs. Pete Wilson, et.al.

1. Vote on whether or not to enter into close session with counsel
2. Vote on whether or not to disclose discussions held in closed session

10. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

11. ADJOURNMENT

NEXT MEETING: THURSDAY, APRIL 9, 1998

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

a:\agenda 3/26/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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/9/98

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, APRIL 9, 1998

4:30 P.M.
25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CA 94102

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ROSTER OF COMMISSIONERS

Frank Chong, Chair	Comer Marshall, Vice Chair
Youn-Cha Shin Chey	Shirley Dimapilis
Agar Jaicks	Martha Knutzen
Antonio Salazar-Hobson	Ghada Saliba-Malouf

EXECUTIVE DIRECTOR
Marivic S. Bamba

EXECUTIVE SECRETARY
Mercy Gharechedaghy
252-2538

DISABILITY ACCESS

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AGENDA

Items designated by"CC"shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES
   (a) Approval of minutes of the Commission Meeting of March 26, 1998

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community.
   b. Report on the MBE/WBE/LBE Hearing

6. CLOSED SESSION - PENDING LITIGATION

Pursuant to California Government Code Section 54956.9 (b) (1) and San Francisco Administrative Code Section 67.11 (b) (2), the Commission will meet in closed session with counsel to discuss possible litigation involving the City's M/W/LBE Ordinance.

1) Vote on whether to enter into attorney-client privileged communications in close session.
2) Vote on whether to publically disclose closed-session discussions.

7. REPORT OF THE DIRECTOR

a. Presentation and Report on 12D Assessment based on 1996 and 1997 Contracting Activities
b. Acceptance of 12D Assessment Report

8. COMMITTEE REPORTS

a) Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, April 21, 1998, at 5:30 p.m. at the Human Right Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

b) MBE/WBE/LBE Advisory Committee

Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Maria Cordero, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Commitee will be held on Wednesday, April 15, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

c) Employment Committee

Commissioner Youn-Cha Shin Chey, Chair
Gail Roberts, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the Employment Committee will be held on Thursday, May 7, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

d) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. No Report from the Committee

NOTE: *The meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

e) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Agar Jaicks, Member
Diana Rathbone, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, April 16, 1998, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

11. ADJOURNMENT

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

NEXT MEETING: THURSDAY, APRIL 23, 1998

a:\agenda 4/9/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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4/23/98

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, APRIL 23, 1998

4:30 P.M.
25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CA 94102

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ROSTER OF COMMISSIONERS

Frank Chong, Chair	Comer Marshall, Vice Chair
Youn-Cha Shin Chey	Shirley Dimapilis
Agar Jaicks	Martha Knutzen
Antonio Salazar-Hobson	Ghada Saliba-Malouf

EXECUTIVE DIRECTOR
Marivic S. Bamba

EXECUTIVE SECRETARY
Mercy Gharechedaghy
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AGENDA

Items designated by"CC"shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES
   (a) Approval of minutes of the Commission Meeting of April 9, 1998

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community.

6. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities
   b. Report on the Ordinance by the City Attorney

7. COMMITTEE REPORTS

a) MBE/WBE/LBE Advisory Committee

Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Maria Cordero, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Commitee will be held on Wednesday, May 20, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

b) Employment Committee

Commissioner Youn-Cha Shin Chey, Chair
Gail Roberts, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Employment Committee will be held on Thursday, May 7, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

c) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. No Report from the Committee

NOTE: *The meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

d) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Agar Jaicks, Member
Diana Rathbone, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, May 21, 1998, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

e) Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, May 19, 1998, at 5:30 p.m. at the Human Right Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

10. ADJOURNMENT

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

NEXT MEETING: THURSDAY, MAY 14, 1998

a:\agenda 423/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, MAY 14, 1998

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SAN FRANCISCO, CA 94102

ROSTER OF COMMISSIONERS

Frank Chong, Chair
Youn-Cha Shin Chey
Agar Jaicks
Antonio Salazar-Hobson
Julia Globus-Sabori
Comer Marshall, Vice Chair
Shirley Dimapilis
Martha Knutzen
Ghada Saliba-Malouf

EXECUTIVE DIRECTOR
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EXECUTIVE SECRETARY
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252-2538

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AGENDA

Items designated by"CC"shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES
   (a) Approval of minutes of Commission Meeting of April 23, 1998,

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community

6. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities
   b. Approval of Trucking policies

7. APPROVAL OF RESOLUTION
   Approve Resolution Authorizing Executive Director to Compile an Advisory Team of Experts and Negotiate Agreement With Such Team for the Purpose of Assisting in the Evaluation and Revamping of the Minority/Women/Local Business Enterprise Program

8. COMMITTEE REPORTS

a) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. No report from the Committee

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Committee will be held on Tuesday, May 19, 1998, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

b) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Maria Cordero, Committee Staff

1. No report from the Committee

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Commitee will be held on Wednesday, May 20, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

c) Employment Committee
Commissioner Youn-Cha Shin Chey, Chair
Gail Roberts, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the Employment Committee will be held on Thursday, June 4, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meetings of the Issues Committee will be held at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA. 94102.*

e) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Agar Jaicks, Member
Diane Rathbone, Committee Staff

1. Report on the Activities of the Committee
   a) Approval of a letter to Mr. James Copeland, National Secretary of the National Forensic League (NFL), regarding an allegation by NFL coach Mr. Sanford Chandler that he was prevented from running for the NFL Executive Council because of age.

2. Vote to Accept Committee Report

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, May 21, 1998, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

11. ADJOURNMENT

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

NEXT MEETING: THURSDAY, MAY 28, 1998

a:\agenda 5/14/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, MAY 28, 1998

4:30 P.M.
25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CA 94102

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Comer Marshall, Vice Chair
Shirley Dimapilis
Martha Knutzen
Ghada Saliba-Malouf

EXECUTIVE DIRECTOR
Marivic S. Bamba

EXECUTIVE SECRETARY
Mercy Gharechedaghy
252-2538

DISABILITY ACCESS

The HRC Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station. Accessible MUNI lines serving this location are the 26, 42, and 71 and the Metro station at Van Ness and Market. There is accessible parking in the vicinity of 25 Van Ness Avenue. The following services are available upon request with 48 hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD). In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

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http://www.sfhumanrights.org.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-6075.

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AGENDA

Items designated by"CC"shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item.

ORDER OF BUSINESS

1. CLOSED SESSION

   Executive session/Pending litigation held pursuant to Brown Act Section 54956.9(a) And the Sunshine Ordinance Section 67.11.

   Conference with Legal Counsel - Anticipation of litigation/City as defendant

   1. Vote on whether or not to enter into close session with counsel
   2. Vote on whether or not to disclose discussion held in closed session

2. ROLL CALL

3. APPROVAL OF MINUTES
   a. Approval of minutes of Commission Meeting of May 14, 1998,

4. PUBLIC COMMENT

5. GENERAL COMMUNICATIONS

6. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community
   b. Approval of the MEA Pay-for-Performance Program
   c. Appointment of Ms. Shahla Dovoudi and Pete O. Lapid to the MBE/WBE/LBE Advisory Committee

7. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities
   b. Update on the Advisory Team for the Minority/Women/Local Business Enterprise Program
   c. Report on the Bay Bridge Project

8. COMMITTEE REPORTS

a) MBE/WBE/LBE Advisory Committee

Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Maria Cordero, Committee Staff

1. Report on the Activities of the Committee

ACTION ITEMS:

a. Approval of Resolution Recommending All Awarding City Departments Who Are Presently Using Fees As A Scoring Criteria In Professional Services Contracts to Use A Two-Envelope System Program Effective Immediately

b. Approving the Recommended Changes To The First Draft of the New 12D Ordinance Legislation

c. Resolution Approving A New Policy Addressing the Concerns of San Francisco Local, Minority and Women Owned Truckers

2. Vote to Accept Committee Report

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Commitee will be held on Wednesday, June 17, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

b) Employment Committee

Commissioner Youn-Cha Shin Chey, Chair
Gail Roberts, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Employment Committee will be held on Thursday, June 4, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

c) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. No Report from the Committee

NOTE: *The next meetings of the Issues Committee will be held at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA. 94102.*

d) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Agar Jaicks, Member
Diane Rathbone, Committee Staff

1. Report on the Activities of the Committee
   a. Approval of one of two possible versions of the Youth Violence Report:
      - Original version, Version A, by Uribe Consultants
      - Revised version, Version B, incorporating the input and editing by members of the Youth & Education Committee

2. Vote to Accept Committee Report

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, June 18, 1998, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

e) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, June 16, 1998, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

9. UNFINISHED BUSINESS

10. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

1. Approve Commendation of Deputy City Attorney Lori Giorgi
2. Approval of a Draft Letter to Mayor Guiliani of New York on the passing of the Domestic Partner Ordinance

11. ADJOURNMENT

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

NEXT MEETING: THURSDAY, JUNE 11, 1998

a:\agenda 5/28/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

0

11/98

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, JUNE 11, 1998

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4:30 P.M.
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AGENDA

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Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES
   a. Approval of minutes of Commission Meeting of May 28, 1998

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community

6. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities
   b. June 10, 1998 - HRC Breakfast Awards

7. COMMITTEE REPORTS

a) Employment Committee

Commissioner Youn-Cha Shin Chey, Chair
Gail Roberts, Committee Staff

1. Report on the Activities of the Committee

2. Vote to Accept Committee Report

NOTE: *The next meeting of the Employment Committee will be held on Thursday, August 6, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

b) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. Report on the Activities of the Committee

2. Vote to Accept Committee Report

NOTE: *The next meetings of the Issues Committee will be held at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA. 94102.*

c) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Agar Jaicks, Member
Diane Rathbone, Committee Staff

1. No report from the Committee

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, June 18, 1998, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

d) Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. No report from the Committee

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, June 16, 1998, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

e) MBE/WBE/LBE Advisory Committee

Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Maria Cordero, Committee Staff

1. No report from the the Committee

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Commitee will be held on Wednesday, June 17, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

8. UNFINISHED BUSINESS

1. Approval of Commendation for Deputy City Attorney Lori Giorgi
2. Approval of a Draft Letter to Mayor Guiliani of New York on the passing of the Domestic Partner Ordinance

9. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

10. ADJOURNMENT

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

NEXT MEETING: THURSDAY, JUNE 25, 1998

a:\agenda 6/11/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

O

25/98

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, JUNE 25, 1998

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Youn-Cha Shin Chey
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Antonio Salazar-Hobson
Julia Globus-Sabori
Comer Marshall, Vice Chair
Shirley Dimapilis
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AGENDA

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Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES
   a. Approval of minutes of Commission Meeting of June 11, 1998

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community

6. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities
   b. Update on The Advisory Team Committee
   c. Report on Hate Crimes
   d. United Nation's 50th Anniversary Celebration on their work toward human rights

7. CONSENT CALENDAR

Items held over from June 11, 1998 Commission meeting

1. "CC" Approval to Accept Employment Committee Report

2. "CC" Approval to Accept Issues Committee Report

8. COMMITTEE REPORTS

a) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. Vote to send recommended letter to Mr. Lou Calabro of the European American Issue Forum

NOTE: *The next meetings of the Issues Committee will be held at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA. 94102.*

b) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Agar Jaicks, Member
Diane Rathbone, Committee Staff

1. Report on the Activities of the Committee

2. Vote to Accept Committee Report

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, July 16, 1998, at 4:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

c) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. Report on the Activities of the Committee

2. Approval of Letter to NBC Commending Them For a Sensitive Portrayal of a Bisexual Character on "Homicide"

3. Vote to Accept Committee Report

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, July 21, 1998, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

d) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Maria Cordero, Committee Staff

1. Report on the Activities of the Committee

2. Vote to Accept Committee Report

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, July 15, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e) Employment Committee
Commissioner Youn-Cha Shin Chey, Chair
Gail Roberts, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Employment Committee will be held on Thursday, August 6, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

9. UNFINISHED BUSINESS

1. Approval of Commendation for Deputy City Attorney Lori Giorgi

10. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

1. Motion to cancel the Commission meetings of July 23, 1998 and August 27, 1998 in accordance with Commission policy.

11. ADJOURNMENT

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NEXT MEETING: THURSDAY, JULY 9, 1998

a:\agenda 6/25/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, JULY 9, 1998

4:30 P.M.
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EIGHTH FLOOR CONFERENCE ROOM
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Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. CLOSED SESSION

   Executive Session/Pending litigation held pursuant to Brown Act Section 54956.9(a) and the Sunshine Ordinance Section 67.11

   Conference with Legal Counsel – Anticipation of litigation/City as defendant

   1. Vote on whether or not to enter into close session with counsel
   2. Vote on whether or not to disclose discussion held in closed session

3. APPROVAL OF MINUTES
   a. Approval of minutes of Commission Meeting of June 25, 1998

4. PUBLIC COMMENT

5. GENERAL COMMUNICATIONS

6. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community

7. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities
   b. Update on The Advisory Team Committee

8. COMMITTEE REPORTS

a) Youth and Education Committee
Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Agar Jaicks, Member
Diane Rathbone, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, July 16, 1998, at 4:00 p.m. at the Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

b) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, July 21, 1998, at 5:30 p.m. at the Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

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Commissioner Comer Marshall, Chair
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Maria Cordero, Committee Staff

1. No Report from the Committee

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d) Employment Committee

Commissioner Youn-Cha Shin Chey, Chair
Gail Roberts, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Employment Committee will be held on Thursday, August 6, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. Vote to send recommended letter to Mr. Lou Calabro of the European American Issue Forum

NOTE: *The next meetings of the Issues Committee will be held at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA. 94102.*

9. UNFINISHED BUSINESS

1. Approval of Commendation for Deputy City Attorney Lori Giorgi
2. Update on Jackie Bryson's Issues Regarding the Treatment Received at the Espicopal Sanctuary

10. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

11. ADJOURNMENT

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PLEASE NOTE : THE COMMISSION MEETING ON JULY 23, 1998, HAS BEEN CANCELLED

NEXT MEETING: THURSDAY, AUGUST 13, 1998

a:\agenda 7/9/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

0

3/98

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, August 13, 1998

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AGENDA

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES
   a. Approval of minutes of Commission Meeting of July 9, 1998

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community
   b. Approval of Appointments to LGBTQQ Youth Task Force
   c. Letter of Concern Over Treatment of Ethnic Chinese in Indonesia

6. REPORT OF THE DIRECTOR

a. HRC Program Unit Activities
   1. Update on The Advisory Team Committee
   2. Approval of Rules and Procedures for Equal Benefits provision of Chapter 12B of the SF Administrative Code

b. Approval of letter to Alan Greenspan regarding Bank of America and NationsBank

7. COMMITTEE REPORTS

a) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Agar Jaicks, Member
Diane Rathbone, Committee Staff

1. Report on the Activities of the Committee

   a. Approval of a letter of condolence to Samuel and Barbra Bell on the death of Magrery Levy. (Ms. Levy had served the Youth & Education Committee, as a member or as a representative of the San Francisco Unified School District, for over twenty years.)
   b. Approval of a letter to the Department of Public Health, the Office of Citizen Complaints, the Police Department and Juvenile Probation, requesting information concerning their laws, policies and procedures, particularly as they relate to youth.
   c. Approval of a letter to representatives of the San Francisco Unified School District, various City departments and community groups requesting their participation in a panel discussion concerning the report on Violence Prevention Strategies for San Francisco K-12 students.

2. Vote to Accept Committee Report

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, August 20, 1998, at 4:00 p.m. at the Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

b) Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, August 18, 1998, at 5:30 p.m. at the Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

c) MBE/WBE/LBE Advisory Committee

Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Maria Cordero, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, August 19, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d) Employment Committee

Commissioner Youn-Cha Shin Chey, Chair
Gail Roberts, Committee Staff

1. Approval of Letter to the SF Board of Supervisors in Support of First Source Legislation
2. Report on the Activities of the Committee
3. Vote to Accept Committee Report

NOTE: *The next meeting of the Employment Committee will be held on Thursday, September 3, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. No Report from the Committee

NOTE: *The next meetings of the Issues Committee will be held at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA. 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

10. ADJOURNMENT

Adjourn meeting in honor of Magrery Levy.

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

PLEASE NOTE : THE COMMISSION MEETING ON AUGUST 27, 1998, HAS BEEN CANCELLED

NEXT MEETING: THURSDAY, SEPTEMBER 10, 1998

a:\agenda 8/13/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, September 10, 1998

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4:30 P.M.
25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CA 94102

ROSTER OF COMMISSIONERS

Comer Marshall, Acting Chair
Youn-Cha Shin Chey
Shirley Dimapilis
Julia Globus-Sabori
Stephen Herman
Agar Jaicks
Martha Knutzen
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Alan Watahara

EXECUTIVE DIRECTOR
Marivic S. Bamba

EXECUTIVE SECRETARY
Mercy Gharechedaghy
252-2538

DISABILITY ACCESS

The HRC Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station. Accessible MUNI lines serving this location are the 26, 42, and 71 and the Metro station at Van Ness and Market. There is accessible parking in the vicinity of 25 Van Ness Avenue. The following services are available upon request with 48 hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD). In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

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AGENDA

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Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. CLOSED SESSION

   Executive Session/Pending litigation held pursuant to Brown Act Section 54956.9(a) and the Sunshine Ordinance Section 67.11

   Coalition for Economic Equity, et.al. vs. Pete Wilson, et. al.

   1. Vote on whether or not to enter into close session with counsel
   2. Vote on whether or not to disclose discussion held in closed session

3. APPROVAL OF MINUTES
   a. Approval of minutes of Commission Meeting of August 13, 1998

4. PUBLIC COMMENT

5. GENERAL COMMUNICATIONS

6. NOMINATING COMMITTEE FOR ELECTION OF CHAIR AND VICE CHAIR
   a. Acting Chair Finishes Out the Term of Previous Chair
   b. Consideration of Election of Permanent Chair and Vice Chair for Balance of the Term and/or Consideration of Election for Next Year

7. REPORT OF THE CHAIR
   a. Introduction of New Commissioners
   b. Presentation of MEA Pay-for-Performance Program for 1998-1999
   c. Individual Commissioners Report on their activities in the Community

8. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities

9. COMMITTEE REPORTS

a) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, September 15, 1998, at 5:30 p.m. at The Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

b) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Maria Cordero, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, September 16, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

c) Employment Committee

Commissioner Youn-Cha Shin Chey, Chair
Gail Roberts, Committee Staff

1. Report on the Activities of the Committee
   a. Approval of the Resolution of Commendation to Frank Anderson
   b. Approval of a Letter to Supervisor Tom Ammiano, urging action on Erotic Dancers Legislation

2. Vote to Accept Committee Report

NOTE: *The next meeting of the Employment Committee will be held on Thursday, October 1, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. No Report from the Committee

NOTE: *The meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA. 94102.*

e) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Agar Jaicks, Member
Diane Rathbone, Committee Staff

1. Report on the Activities of the Committee
   a. Approval of a letter to Youth & Education Committee member Douglas Lam, thanking him for his assistance in editing the HRC report on Violence Prevention strategies for San Francisco K-12 students.
   b. Approval of a letter to Robert D. Haas, Chairman of the Board and CEO of Levi Straus & Company, expressing concern over the use of violence in a recent advertisement.

2. Vote to Accept Committee Report

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, September 17, 1998, at 4:00 p.m. at the Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

10. UNFINISHED BUSINESS

11. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

12. ADJOURNMENT

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

NEXT MEETING: THURSDAY, SEPTEMBER 24, 1998

a:\agenda 9/10/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

0

24/98

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, September 24, 1998

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ROSTER OF COMMISSIONERS

Comer Marshall, Chair	Ghada Saliba-Malouf, Vice Chair
Youn-Cha Shin Chey	Martha Knutzen
Shirley Dimapilis	Antonio Salazar-Hobson
Julia Globus-Sabori	Stephen Herman
Agar Jaicks	Alan Watahara

EXECUTIVE DIRECTOR
Marivic S. Bamba

EXECUTIVE SECRETARY
Mercy Gharechedaghy
252-2538

DISABILITY ACCESS

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AGENDA

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Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES
   a. Approval of minutes of Commission Meeting of September 10, 1998

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Appointments of Commissioners to Committees
   b. Individual Commissioners Report on their activities in the Community

6. PUBLIC COMMENT ON ALL MATTERS PERTAINING TO THE CLOSED SESSION

7. CLOSED SESSION TO DISCUSS PERFORMANCE CRITERIA AND GOALS FOR THE EXECUTIVE DIRECTOR PURSUANT TO GOVERNMENT CODE SECTION 54957 AND SAN FRANCISCO ADMINISTRATIVE CODE SECTION 67.10(b):

Public Employee Performance Evaluation: Executive Director, Marivic Bamba

8. RECONVENE IN OPEN SESSION:

1. Vote on whether to disclose any discussions held in closed session (San Francisco Administrative Code Section 67.14(a).)

9. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities
   b. Update on the 12D Ordinance
   c. Update on the Chinese/Indonesian Situation

10. COMMITTEE REPORTS

a) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Maria Cordero, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report
3. Update on Complaints Received at the Last Commission Meeting

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, October 21, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

b) Employment Committee

Commissioner Youn-Cha Shin Chey, Chair
Gail Roberts, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Employment Committee will be held on Thursday, October 1, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

c) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. No Report from the Committee

NOTE: *The meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA. 94102.*

d) Youth and Education Committee

Commissioner Ghada N. Saliba-Malouf, Chair
Commissioner Agar Jaicks, Member
Diane Rathbone, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, October 22, 1998, at 4:00 p.m. at the Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Agar Jaicks, Vice Chair
Larry Brinkin, Committee Staff

1. Report on the Activities of the Committee
2. Approval of Letter to Dept. of Public Health Expressing Concern Over Funding Levels for HIV Case Management Services in the Latino Community
3. Vote to Accept Committee Report

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, October 20, 1998, at 5:30 p.m. at The Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

11. UNFINISHED BUSINESS
    a. Approval of a Resolution of Commendation to Frank Chong
    b. Update on the Hensel Phelps Situation

12. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

13. ADJOURNMENT

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

NEXT MEETING: THURSDAY, OCTOBER 8, 1998

a:\agenda 9/24/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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8/98

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, October 8, 1998

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EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CA 94102

ROSTER OF COMMISSIONERS

Comer Marshall, Chair	Ghada Saliba-Malouf, Vice Chair
Youn-Cha Shin Chey	Agar Jaicks
Shirley Dimapilis	Martha Knutzen
Julia Globus-Sabori	Antonio Salazar-Hobson
Stephen Herman	Alan Watahara

EXECUTIVE DIRECTOR
Marivic S. Bamba

EXECUTIVE SECRETARY
Mercy Gharechedaghy
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Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES
   a. Approval of minutes of Commission Meeting of September 24, 1998

3. PUBLIC COMMENT

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community

6. PUBLIC COMMENT ON ALL MATTERS PERTAINING TO THE FIRST CLOSED SESSION

7. CLOSED SESSION TO DISCUSS PERFORMANCE CRITERIA AND GOALS FOR THE EXECUTIVE DIRECTOR PURSUANT TO GOVERNMENT CODE SECTION 54957 AND SAN FRANCISCO ADMINISTRATIVE CODE SECTION 67.10(b):

Public Employee Performance Evaluation: Executive Director, Marivic Bamba

8. RECONVENE IN OPEN SESSION:

1. Vote on whether to disclose any discussions held in the first closed session (San Francisco Administrative Code Section 67.14(a).)

9. PUBLIC COMMENT ON ALL MATTERS PERTAINING TO THE SECOND CLOSED SESSION

10. CLOSED SESSION TO DISCUSS PERSONNEL MATTERS PURSUANT TO GOVERNMENT CODE SECTION 54957 AND SAN FRANCISCO ADMINISTRATIVE CODE SECTION 67.10(b):

11. RECONVENE IN OPEN SESSION:

2. Vote on whether to disclose any discussions held in the second closed session (San Francisco Administrative Code Section 67.14(a).)

12. REPORT OF THE DIRECTOR
a. Presentation of Intergroup Clearinghouse – Jill Tregor
b. HRC Program Unit Activities
c. Update on the 12D Ordinance
d. Update on the Hensel Phelps Discrimination Complaint

13. COMMITTEE REPORTS

a) Employment Committee
Commissioner Ghada Saliba-Malouf, Chair
Commissioner Agar Jaicks, Vice Chair
Gail Roberts, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the Employment Committee will be held on Thursday, November 5, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

b) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. No Report from the Committee

NOTE: *The meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA. 94102.*

c) Youth and Education Committee

Commissioner Youn-Cha Shin Chey, Chair
Commissioner Julia Globus-Sabori, Vice Chair
Diane Rathbone, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, October 15, 1998, at 4:00 p.m. at the Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d) Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Martha Knutzen, Chair
Commissioner Stephen Herman, Vice Chair
Larry Brinkin, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, October 20, 1998, at 5:30 p.m. at The Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

e) MBE/WBE/LBE Advisory Committee

Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Commissioner Alan Watahara, Member
Maria Cordero, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, October 21, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

14. UNFINISHED BUSINESS

15. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

16. ADJOURNMENT

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NEXT MEETING: THURSDAY, OCTOBER 22, 1998

a:\agenda 10/8/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

0

/22/98

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING
THURSDAY, October 22, 1998

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25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CA 94102

ROSTER OF COMMISSIONERS

Comer Marshall, Chair	Ghada Saliba-Malouf, Vice Chair
Youn-Cha Shin Chey	Agar Jaicks
Shirley Dimapilis	Martha Knutzen
Julia Globus-Sabori	Antonio Salazar-Hobson
Stephen Herman	Alan Watahara

EXECUTIVE DIRECTOR
Marivic S. Bamba

EXECUTIVE SECRETARY
Mercy Gharechedaghy
252-2538

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AGENDA

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Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. PUBLIC COMMENT ON ALL MATTERS PERTAINING TO THE CLOSED SESSION

3. CLOSED SESSION TO DISCUSS PERFORMANCE CRITERIA AND GOALS FOR THE EXECUTIVE DIRECTOR PURSUANT TO GOVERNMENT CODE SECTION 54957 AND SAN FRANCISCO ADMINISTRATIVE CODE SECTION 67.10(b):

   Public Employee Performance Evaluation: Executive Director, Marivic Bamba

4. RECONVENE TO OPEN SESSION:

   1. Vote on whether to disclose any discussions held in the closed session (San Francisco Administrative Code Section 67.14(a).)

5. APPROVAL OF MINUTES

a. Approval of minutes of Commission Meeting of October 8, 1998

6. PUBLIC COMMENT

7. GENERAL COMMUNICATIONS

8. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community

9. REPORT OF THE DIRECTOR
   a. Presentation of Intergroup Clearinghouse – Jill Tregor
   b. HRC Program Unit Activities
   c. Update on the 12D Ordinance
   d. Update on the Hensel Phelps Discrimination Complaint

10. COMMITTEE REPORTS

a) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. Report on the Activities of the Committee
2. Approval of Letter to City Attorney Regarding Discriminatory Covenants, Conditions and Restrictions (CC&Rs) on San Francisco Property
3. Vote Accept Committee Report

NOTE: *The meetings of the Issues Committee are held at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA. 94102.*

b) Youth and Education Committee

Commissioner Youn-Cha Shin Chey, Chair
Commissioner Julia Globus-Sabori, Vice Chair
Diane Rathbone, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, November 19, 1998, at 4:00 p.m. at the Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

c) Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Martha Knutzen, Chair
Commissioner Stephen Herman, Vice Chair
Larry Brinkin, Committee Staff

1. Report on the Activities of the Committee
2. Approval of Letter to Governor of Wyoming Calling For His Support of A Wyoming State Hate Crimes Law
3. Vote to Accept Committee Report

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, November 17, 1998, at 5:30 p.m. at The Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

d) MBE/WBE/LBE Advisory Committee

Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Vice Chair
Commissioner Alan Watahara, Member
Maria Cordero, Committee Staff

1. Report on the Activities of the Committee
2. Vote to Accept Committee Report

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, November 18, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e) Employment Committee

Commissioner Ghada Saliba-Malouf, Chair
Commissioner Agar Jaicks, Vice Chair
Gail Roberts, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Employment Committee will be held on Thursday, November 5, 1998, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

11. UNFINISHED BUSINESS

12. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

Motion to Cancel the Commission meeting of November 26, 1998 and December 24, 1998 in accordance with Commission policy.

13. ADJOURNMENT

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

NEXT MEETING: THURSDAY, NOVEMBER 12, 1998

a:\agenda 10/22/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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SAN FRANCISCO HUMAN RIGHTS COMMISSION

SPECIAL MEETING

THURSDAY, OCTOBER 29, 1998
5:00 P.M.

401 VAN NESS AVENUE
BOARD OF SUPERVISORS' CHAMBER, ROOM 410
SAN FRANCISCO, CA 94102

ROSTER OF COMMISSIONERS

Comer Marshall, Chair	Ghada Saliba-Malouf, Vice Chair
Youn-Cha Shin Chey	Agar Jaicks
Shirley Dimapilis	Martha Knutzen
Julia Globus-Sabori	Antonio Salazar-Hobson
Stephen Herman	Alan Watahara

EXECUTIVE DIRECTOR
Marivic S. Bamba

EXECUTIVE SECRETARY
Mercy Gharechedaghy
252-2538

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-6075.

AGENDA

1. Airport Hangman's Noose Incident
   (Hearing to investigate the hangman's noose incident at the Hensel Phelps Construction Company's trailer at the Airport)

25 Van Ness Avenue
Suite 800
San Francisco
California 94102-6033

TEL (415) 252-2500
FAX (415) 431-5764
TDD (415) 252-2550
http://www.sfhumanrights.org.

DISABILITY ACCESS

The Board of Supervisors' Chamber Room 410 is wheelchair accessible. The closest accessible BART station is the Civic Center Station. Accessible MUNI lines serving this location are the 26, 42, and 71 and the Metro station at Van Ness and Market. There is accessible parking in the vicinity of 401 Van Ness Avenue. The following services are available upon request with 48 hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD). In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

SAN FRANCISCO HUMAN RIGHTS COMMISSION

AMENDED - REGULAR MEETING

THURSDAY, November 12, 1998

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4:30 P.M.
25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CA 94102

ROSTER OF COMMISSIONERS

Comer Marshall, Chair	Ghada Saliba-Malouf, Vice Chair
Youn-Cha Shin Chey	Agar Jaicks
Shirley Dimapilis	Martha Knutzen
Julia Globus-Sabori	Antonio Salazar-Hobson
Stephen Herman	Alan Watahara

EXECUTIVE DIRECTOR
Marivic S. Bamba

EXECUTIVE SECRETARY
Mercy Gharechedaghy
252-2538

DISABILITY ACCESS

The HRC Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station. Accessible MUNI lines serving this location are the 26, 42, and 71 and the Metro station at Van Ness and Market. There is accessible parking in the vicinity of 25 Van Ness Avenue. The following services are available upon request with 48 hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD). In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

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ATTENTION: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Administrative Code 16.520 - 16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #701, San Francisco, CA 94102, telephone (415)554-9510 fax (415)703-0121 and web site http://www.ci.sf.ca.es./ethics.

AGENDA

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. PRESENTATION OF INTERGROUP CLEARINGHOUSE – Jill Tregor

3. PUBLIC COMMENT ON ALL MATTERS PERTAINING TO THE CLOSED SESSION

4. CLOSED SESSION TO DISCUSS PERFORMANCE CRITERIA AND GOALS FOR THE EXECUTIVE DIRECTOR PURSUANT TO GOVERNMENT CODE SECTION 54957 AND SAN FRANCISCO ADMINISTRATIVE CODE SECTION 67.10(b):

5. RECONVENE TO OPEN SESSION:

    1. Vote on whether to disclose any discussions held in the closed session (San Francisco Administrative Code Section 67.14(a).)

6. ADOPTION OF THE RULES AND REGULATIONS TO INTERPRET AND TO IMPLEMENT CHAPTER 12D.A. OF THE ADMINISTRATIVE CODE (MBE/WBE/LBE ORDINANCE) [1]

7. APPROVAL OF MINUTES
   a. Approval of minutes of Commission Meeting of October 22, 1998

8. PUBLIC COMMENT

9. GENERAL COMMUNICATIONS

10. REPORT OF THE CHAIR
    a. Individual Commissioners Report on their activities in the Community

11. STATUS ON COMPLAINT TRACKING/REPORTING SYSTEM

12. REPORT OF THE DIRECTOR
    a. HRC Program Unit Activities
    b. Update on Complaints and Investigations - Hensel Phelps
       - S & S Trucking
       - American Airlines
       - 7 Joint Ventures

13. COMMITTEE REPORTS

a) Youth and Education Committee
Commissioner Youn-Cha Shin Chey, Chair
Commissioner Julia Globus-Sabori, CoChair
Diane Rathbone, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, November 19, 1998, at 4:00 p.m. at the Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

b) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Stephen Herman, Co Chair
Commissioner Agar Jaicks, Member
Larry Brinkin, Committee Staff

1. Approval of letter to Health Service System Board expressing concern

[1] Members of the Public interested in obtaining a copy of the proposed rules and regulations should contact the Commission Secretary, Mercy Gharechedaghy at (415) 252-2538.

over continuing discrimination in City health plans against transgendered City employees

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, November 17, 1998, at 5:30 p.m. at The Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

c) MBE/WBE/LBE Advisory Committee

Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Co Chair
Commissioner Alan Watahara, Member
Maria Cordero, Committee Staff

1. No Report from the Committee

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, November 18, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d) Employment Committee

Commissioner Ghada Saliba-Malouf, Chair
Commissioner Agar Jaicks, Co Chair
Gail Roberts, Committee Staff

1. Approval of Letter to Board of Supervisors' President Barbara Kaufman expressing concern re: Bank of America layoffs
2. Report on the Employment Committee meeting of November 5, 1998, including summaries of reports on Unreinforced Masonry Building Program and Pre-Apprenticeship Training Programs
3. Vote to Accept Committee Report

NOTE: *The next meeting of the Employment Committee will be held on Thursday, December 3, 1998, at 12:00 noon. at the Hnman Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. Report on Issues Committee meeting of October 26, 1998, including a Report on sexual assaults in San Francisco jails
2. Vote Accept Committee Report

NOTE: *The next meeting of the Issues Committee will be held on Wednesday, December 17, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA. 94102*

14. UNFINISHED BUSINESS

15. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

16. ADJOURNMENT

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated.

PLEASE NOTE: THE COMMISSION MEETING ON NOVEMBER 26, 1998, HAS BEEN CANCELLED.

NEXT MEETING: THURSDAY, DECEMBER 10, 1998

a:\agenda 11/12/98

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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10/98

SAN FRANCISCO HUMAN RIGHTS COMMISSION

REGULAR MEETING

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THURSDAY, December 10, 1998

4:30 P.M.
25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CA 94102

ROSTER OF COMMISSIONERS

Comer Marshall, Chair	Ghada Saliba-Malouf, Vice Chair
Youn-Cha Shin Chey	Agar Jaicks
Shirley Dimapilis	Martha Knutzen
Julia Globus-Sabori	Antonio Salazar-Hobson
Stephen Herman	Alan Watahara

EXECUTIVE DIRECTOR
Marivic S. Bamba

EXECUTIVE SECRETARY
Mercy Gharechedaghy
252-2538

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AGENDA

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Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. REPORT BY AIRPORT DIRECTOR ON FISCAL YEAR 1997-1998 MBE/WBE PERFORMANCE – John Martin, Airport Director

3. APPROVAL OF MINUTES
   a. Approval of minutes of Commission Meeting of November 12, 1998

4. PUBLIC COMMENT

5. GENERAL COMMUNICATIONS

6. DISCUSSION OF TRAINING AND DEVELOPMENT NEEDS ANALYSIS SURVEY

7. REPORT OF THE CHAIR
   a. Individual Commissioners Report on their activities in the Community

8. REPORT OF THE DIRECTOR
   a. HRC Program Unit Activities
   b. Update on Complaints and Investigations - Hensel Phelps
      - S & S Company
      - 7 Joint Ventures

9. COMMITTEE REPORTS

a) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Co Chair
Commissioner Stephen Herman, Co Chair
Commissioner Agar Jaicks, Member
Larry Brinkin, Committee Staff

1. Report from the Committee meeting of November 17, 1998.
2. Approval of Commission Guidelines for Preventing and Addressing Gender Identity Discrimination
3. Vote to Accept Committee Report

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, January 19, 1999, at 5:30 p.m. at The Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

b) MBE/WBE/LBE Advisory Committee
Commissioner Comer Marshall, Chair
Commissioner Shirley Dimapilis, Co Chair
Commissioner Alan Watahara, Member
Maria Cordero, Committee Staff

1. Report from the Committee meeting of November 18, 1998
2. Process for Security Work Order from San Francisco Employment Retirement Systems to Provide Independent Monitoring of that Department's MBE/WBE/LBE Prime and Subcontractors Activities
3. Vote to Accept Committee Report

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, December 16, 1998 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

c) Employment Committee

Commissioner Ghada Saliba-Malouf, Chair
Commissioner Agar Jaicks, Co Chair
Gail Roberts, Committee Staff

1. Approval of Letter to Supervisor Jose Medina, urging action on Youth Jobs Study.
2. Approval of Letter of Commendation to Aman Environmental Construction, Inc. for the Geneva Towers Demolition Project.
3. Report on the Employment Committee meeting of December 3, 1998, including summary of reports: Workforce Analysis of Construction Workers on the Mayor's Office of Housing Projects and Pacific Bell Park Construction Project.
4. Vote to Accept Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, January 7, 1999, at 12:00 noon. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d) Issues Committee

Commissioner Antonio Salazar-Hobson, Chair
Commissioner Agar Jaicks, Member
Don Hesse, Committee Staff

1. Report from the Committee meeting of December 7, 1998
2. Vote to Accept Committee Report

NOTE: *The next meeting of the Issues Committee will be held on Monday, January 4, 1999 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA. 94102*

e) Youth and Education Committee

Commissioner Youn-Cha Shin Chey, Chair
Commissioner Julia Globus-Sabori, CoChair
Diane Rathbone, Committee Staff

1. Report from the Committee meeting of November 19, 1998.
2. Vote to Accept Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, December 17, 1998, at 4:00 p.m. at the Human Rights Commission office, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

10. UNFINISHED BUSINESS

    1. Update on Jakkee Bryson's issues

11. NEW BUSINESS - REQUEST BY COMMISSIONERS TO CALENDAR FUTURE AGENDA ITEMS

12. CLOSED SESSION

    Conference with Legal Counsel
    Existing Litigation: ABB-Daimler Benz Transportation, Inc. v. City and County of San Francisco (pursuant to Brown Act Section 54956.9(a) and the Sunshine Ordinance Section 67.11)

    1. Vote on whether or not to enter into close session with counsel
    2. Vote on whether or not to disclose discussion held in closed session

13. ADJOURNMENT

All meetings are held at: 25 Van Ness Avenue, Suite 800; San Francisco, CA 94102 unless otherwise stated; however, beginning with the January 28, 1999 Commission meeting, they will be held in Room 416, City Hall, 1D Carlton B. Goodlett Place.

PLEASE NOTE: THE COMMISSION MEETING ON DECEMBER 24, 1998, HAS BEEN CANCELLED.

NEXT MEETING: THURSDAY, JANUARY 14, 1999

a:\agenda 12/10/98